

**APPLY IN PERSON:**

Employment Information Center (M-W-F ONLY)  
Civic Center Plaza - 1200 3<sup>rd</sup> Avenue, Suite 101-A,  
San Diego, CA 92101

**INTERNET:** www.sandiego.gov/empopp

**APPLY BY MAIL TO:**

JOBS - City of San Diego Personnel Department  
1200 3<sup>rd</sup> Avenue, Suite 300, San Diego, CA 92101-4107

**24 Hour JOBLINE:** (619) 682-1011

**CITY OF SAN DIEGO  
EMPLOYMENT OPPORTUNITY**

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**#T2396 PEST MANAGEMENT ADVISER (Horticulturist)**

**\*MONTHLY SALARY: \$4266 to \$5157**

**\*APPLICATION FILING PERIOD: FIRST DATE: December 2, 2005 LAST DATE: February 3, 2006**

Applications received later than 5:00 p.m. on the last date of this application filing period will be rejected. **Prompt application is encouraged. Immediate vacancies may be filled when sufficient applicants have been processed.** Later applicants will be eligible for employment consideration as future positions MAY become available.

**REQUIREMENTS:** You must meet one of the following requirements on the date you apply, unless otherwise indicated.

**EDUCATION: (Proof of degree must be submitted with your application.)**

College graduation with a Bachelor's Degree in Horticulture or a closely related field. Experience may **not** be substituted for the required education. \*NOTE: A Master's Degree in Horticulture or a closely related field may be substituted for a **maximum** of one year of the required experience.

**-AND-**

**EXPERIENCE:** Two years of full-time professional street tree management, park maintenance, or nursery management experience.

Qualifying experience **MUST** include planning, coordination, or management of at least one of the following:

1. **Water Conservation Programs**
2. **Golf Course or Park Redevelopment and Maintenance**
3. **Nursery Development**
4. **Pest Control Management**
5. **Arboriculture**
6. **Botanical or Ornamental Horticulture.**

**\*LICENSE:**

1. The current vacancy in the Park and Recreation Department/Developed Regional Parks Division **REQUIRES possession of a valid California Pest Control Adviser (PCA) License.** Qualified applicants who do not have this license will be placed on the eligible list, but will **NOT** be considered for this vacancy.
2. A valid California Class C Driver's License **may be required at the time of hire.**

**\*HIGHLY DESIRABLE QUALIFICATION:**

1. Supervisory experience.
2. Experience developing and conducting staff training.

**DUTIES:** Horticulturists supervise and coordinate the work of street tree maintenance crews, major park area crews, or major park service support units engaged in the redevelopment, maintenance and repair of public street trees and sidewalks, park, or golf course facilities; plan, coordinate and implement water conservation, park nursery, pest management, park redevelopment, forestry, or tree maintenance programs; administer and inspect the work of private contractors; make inspections of street or park conditions to determine work priorities; provide technical horticultural expertise to subordinates, supervisors and other City departments; evaluate and rate the work of subordinates; and perform other related duties as assigned. **The current vacancy in the Park and Recreation Department/Developed Regional Parks Division** will develop, manage and implement an Integrated Pest Management (IPM) Program that includes the following duties: develop and conduct the training and curriculum on the IPM Program for all staff handling pesticides; advise ground maintenance staff how to manage plants; act as department expert on plant and weed management; supervise subordinates; prepare recommendations for pesticides; prepare reports; and perform other related duties as assigned.

**#T2396 PEST MANAGEMENT ADVISER (Horticulturist)**

**HOW TO APPLY:** Submit a completed **DATA ENTRY FORM** and **APPLICATION/SUPPLEMENT (the original and ONE copy, including any attachments)** for this position. Your Application/Supplement will be made available to the hiring department(s). Please submit requested materials only.

**THE SCREENING PROCESS** will consist of a comprehensive evaluation of the **Application/Supplement** for applicable education, experience, and/or training. Only those applicants whose qualifications most closely relate to the position requirements will be placed on the eligible list.

**ELIGIBLE LIST:** Candidates who are successful in the screening process described above will be placed on a **one category** eligible list which will be used to fill position vacancies during the next **one year**. For each vacancy, only those candidates with the most appropriate qualifications will be contacted by the hiring department for an interview.

**PRE-EMPLOYMENT REQUIREMENTS:** Any employment offer is **conditional** pending the results of all pre-employment screening processes required for the job, which may include but are not limited to the following: confirmation of citizenship/legal right to work in the United States; completion of a pre-employment medical review/exam (which may include drug/alcohol testing); reference checks; and a fingerprint check. The fingerprints will be submitted to the California Department of Justice for a conviction record report. All of these processes must be successfully completed before employment begins. **Note:** Misrepresentation, falsification, or omission of pertinent facts in any step of the screening/selection process may be cause for disqualification or termination of employment.

SMS/April 25, 2003/\*Rev. 2 (12-02-05)/Horticulturist (*Recruiting Title: Pest Management Adviser*)/Class 1514

**THE CITY OF SAN DIEGO PERSONNEL DEPARTMENT • "WORKING HARD TO KEEP SAN DIEGO WORKING"**

The City of San Diego has an active Equal Opportunity Program and vigorously supports workplace diversity. Applicants with disabilities who require testing accommodations may call (619) 236-6358. To obtain this information in alternative formats, persons with disabilities may call (619) 236-6467 or for TT (619) 236-6776.

# APPLICANT INFORMATION

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## APPLICATION INFORMATION

Application materials must be received at the Employment Information Center NO LATER THAN 5:00 P.M. ON THE FINAL FILING DATE. Postmarks as proof of meeting the final filing date are not accepted. If you are returning your application via the U.S. Postal Service, you should use "Certified Mail-Return Receipt Requested" to provide verification of timely delivery. Do not send applications via interoffice mail.

1. Starting salaries will be determined by the hiring department.
2. The hiring department with a vacancy will contact and interview eligible candidates as needed. All candidates may not be contacted. The final selection and offer of employment is made by the hiring department, not the Personnel Department.
3. Unless otherwise stated, relevant experience may be substituted for education.
4. Eligible lists may be used on a periodic basis. As such, lists may not be used for several months. Eligible lists may be extended by the Civil Service Commission.
5. Examination requirements and processes may be revised.
6. Experience, education, and all other information provided by an applicant orally or in writing are subject to verification.

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**FALSIFICATION:** Any misrepresentations or false statements during or after the employment process may be cause for disqualification or dismissal from employment.

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## GENERAL REQUIREMENTS

Requirements must be met at time of application unless otherwise stated.

The minimum age for most full-time employment is 18, unless you are 17 and a high school graduate. You must have the legal right to work in the U.S. or have U.S. citizenship. Persons hired must present acceptable proof of identity and the legal right to work in the United States and the authenticity of the documents must be verified before starting work. After hire, you will be required to sign a loyalty oath and may be required to live in San Diego County.

**A CITY MEDICAL EXAMINATION** including drug screening and documentation of medical history may be conducted following a conditional offer of employment or promotion. Medical condition must enable the applicant to perform the essential duties of the position.

The City of San Diego is committed to a drug and alcohol free workplace.

**THE CITY OF SAN DIEGO SUPPORTS WORKPLACE DIVERSITY** and does not discriminate on the basis of race, sex, age, ancestry, national origin, political/religious affiliation, sexual orientation, AIDS or HIV status, cancer, or non-job related physical/mental disability. The City is committed to making its jobs, programs, and services accessible to all persons and complies with all ADA non-discrimination requirements in its employment practices.

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**A CONVICTION RECORD FORM must be submitted before hire. On it you must list all criminal convictions** you have had. A criminal record is not necessarily a basis for disqualification from City employment. Each applicant's conviction record will be evaluated on a case by case basis considering the type and seriousness of the crime, how much time has elapsed, and the nature of the job.

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## EMPLOYEE BENEFITS

City Employees may be eligible to participate in a benefit program including holidays, vacations, savings and retirement plans, health programs, and other benefits.

Benefits may change due to employer-employee contract negotiations.

## REQUIREMENTS FOR PROMOTIONAL EXAMINATIONS

1. Current City employment, or currently on a Re-employment List or Leave of Absence.
2. Six months of continuous City employment in the Classified Service immediately prior to the application closing date or, if no closing date is specified, by date of application filing (exceptions: Persons recently hired from Re-employment Lists, and employees in the Unclassified Service if the employee has six months in the Classified Service with no break in service, prior to becoming an Unclassified employee).
3. Most recent performance evaluation in your current City classification must be other than "Unsatisfactory".

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**The provisions of this bulletin do not constitute an expressed or implied contract.**

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